

Agency 120

Human Rights Commission**Recommendation Summary**

Dollars in Thousands

| | Annual FTEs | General Fund State | Other Funds | Total Funds |
|--|-------------|--------------------|-------------|-------------|
| 2009-11 Expenditure Authority | 39.2 | 5,149 | 1,584 | 6,733 |
| Total Maintenance Level | 39.2 | 5,040 | 1,994 | 7,034 |
| Difference | | (109) | 410 | 301 |
| Percent Change from Current Biennium | 0.0% | (2.1)% | 25.9% | 4.5% |
| Performance Changes | | | | |
| Reduce Administrative Costs | (1.5) | (226) | | (226) |
| Reduce Administrative Hearings Services | | (70) | | (70) |
| Close Seattle Office | | (182) | | (182) |
| Travel Reductions | | (34) | | (34) |
| Suspend Plan 1 Uniform COLA # | | (46) | (36) | (82) |
| State Data Center Rate Increase | | 27 | | 27 |
| Office of Civil Rights-Human Rights # | (37.7) | (4,509) | (1,958) | (6,467) |
| Subtotal | (39.2) | (5,040) | (1,994) | (7,034) |
| Total Proposed Budget | | | | |
| Difference | (39.2) | (5,149) | (1,584) | (6,733) |
| Percent Change from Current Biennium | (100.0)% | (100.0)% | (100.0)% | (100.0)% |
| Total Proposed Budget by Activity | | | | |
| Civil Rights Complaint Resolutions | (2.0) | (290) | (69) | (359) |
| Civil Rights Education and Outreach | 2.0 | 290 | 69 | 359 |

Total Proposed Budget**PERFORMANCE LEVEL CHANGE DESCRIPTIONS****Reduce Administrative Costs**

The Human Rights Commission will achieve savings through efficiencies in order to reduce staffing costs.

Reduce Administrative Hearings Services

The Human Rights Commission will continue its efforts to reduce the amount of cases that go through litigation.

Close Seattle Office

The Seattle office will be closed to achieve savings.

Travel Reductions

Savings are achieved through reduced staff travel.

HUMAN SERVICES - OTHER

Office of Civil Rights-Human Rights #

Funding and staff from the Human Rights Commission, Office of Minority and Women's Business Enterprises, Commission on Asian Pacific American Affairs, Commission on African-American Affairs, and Commission on Hispanic Affairs will move to the newly created agency, the Office of Civil Rights. This will result in fiscal and operational efficiencies, visibility, and new opportunities for collaboration. This partnership agency allows the state to foster opportunity, protect civil rights, and maintain a commitment to diversity.

ACTIVITY DESCRIPTIONS

Civil Rights Complaint Resolutions

The mission of the Human Rights Commission is to enforce Washington State laws against discrimination. The commission works to eliminate and prevent discrimination throughout the state in employment, real estate transactions, credit and insurance transactions, and in places of public accommodation based on race, creed, color, national origin, sex, sexual orientation, gender identity, marital status, familial status, disability, and honorably discharged veterans or military status. Administrative support provides the infrastructure to ensure that the core work of the agency can be done effectively and effectively. The five Human Rights Commission members, appointed by the Governor, review and make final determinations on all complaints investigated by the staff. The Commissioners also hear and vote on requests for appeals.

Civil Rights Education and Outreach

The five Human Rights Commission members and staff work to prevent discrimination in employment, real estate, credit and insurance transactions, and in places of public accommodations through education, training, community forums, and respond to and help resolve controversial and sensitive human rights problems around the state.